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ABSTRACT

This report presents the findings of a rapid response inquiry about the new training opportunities afforded through an amendment to Section 353 of the Adult Education Act that increased the state set-aside for innovative demonstration projects and teacher training projects. The report also describes a number of activities supporting the newly established State Literacy Resource Centers (SLRCs) Program. Summaries of responses to three questions asked of State Directors of Adult Education are included for each of the participating states in Areas I-IV. The three questions concern the following: (1) what new training (professionalization) activities had been launched this program year, (2) how the decision was arrived at, and (3) how the effectiveness of what has been put in place will be evaluated. States within each area are arranged alphabetically. An introductory overview notes that certain recurring training programs are clearly emphasized in the responses--the learning disabled, SLRCs, English as a Second Language, the Pelavin teacher training modules, and training for new teachers and that the decision making process reveals how staff development activities were delineated in accordance with feedback from surveys, findings, and evaluations. (YLB)

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ED 362 728

NEW SECTION 353 TRAINING ACTIVITIES FOR STATE-ADMINISTERED ADULT EDUCATION PROGRAMS

MAY 1993

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AND LITERACY

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AND ADULT EDUCATION
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OVERVIEW

This represents the findings of a rapid response inquiry about the new training opportunities afforded through an amendment to Sec. 353 of the Adult Education Act. This amendment increased the State set-aside for innovative demonstration projects and teacher training projects from 10 to 15 percent, with two-thirds of that amount to be used for teacher training. Additionally, the report describes a number of activities supporting the newly established State Literacy Resource Centers (SLRCs) Program.

State Directors of Adult Education were asked the following questions:

1. What new training (professionalization) activities have you launched this program year?

2. How did you arrive at these decisions?

3. How will you evaluate the effectiveness of what you have put in place?

Summaries of the responses to those questions are included for each of the participating States in Areas I - IV. Through presenting the information on the training activities that were identified in this process, certain recurring training programs including the learning disabled, State Literacy Resource Centers, English as a second language, the Pelavin teacher training modules, and training for new teachers were clearly emphasized. The decision making process also revealed how staff development activities were delineated in accordance with feedback from surveys, findings, and evaluations.

Achieving training improvement and innovation requires extensive effort on the part of the State agencies. It is anticipated that further gains in training excellence will occur through addressing the newly emerging indicators and standards, identified in the 1993 amendments to the State plan, in future State training activities.

Ronald Pugsley
Acting Director
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AREA I

Connecticut

1. New Training Activities

   - o New collaborations with other providers of professional development.
   - o Competency system program for three agencies.
   - o Use of Pelavin new training modules.
   - o Expanded leadership training for program facilitators.
   - o Expanded demonstration site training/mentoring for educational client manager and ESL cooperative teaching.

2. Decision Making

   - o Planning dialogue.
   - o Take advantage of national work on staff development.
   - o Need for new structures in adult education programs.
   - o Need for on-site model program.

3. Evaluation

   - o Year-end review.
   - o Process evaluation of training and interventions.
   - o Individual evaluation of training.
   - o On-site evaluation of products and processes.

District of Columbia

1. New Training Activities

   - o Training of 25 educators in curriculum design and recruitment.
   - o Training of 500 educators in Total Quality Management (TQM).
   - o Training of 15 educators to teach adult learning styles and occupational/career interests.
   - o Training of 100 educators to increase their skills in instructing adults with limited-English proficiency.

2. Decision Making

- o Using Request for Proposal (RFP) process addressing teacher training and funding for four projects totalling $89,011.

3. Evaluation

- o Programmatic and fiscal monitoring to ensure compliance and effectiveness.

Delaware

1. New Training Activities

- o Establishing a Masters Degree Program with Delaware State College in Adult Literacy.
- o Establishing the SLRC by expanding the existing center.
- o Statewide implementation of vision screening in ABE/ESL/ASE programs.

2. Decision Making

- o Legislative mandate (at Federal level) calls for full-time professional opportunities in adult education.
- o Needs assessment was conducted, discussions were held with Delaware State College, and agreements for future training were made.
- o Needs assessment and announcements of all training opportunities sent to public and private sector.

3. Evaluation

- o Number of enrollees in adult education program.
- o Number of full-time positions created.
- o Increased hours of service by professional staff.
- o Identification of visual problems.
- o Changes in instruction as a result of training.
- o Number of training sessions and type (public and private sector) of program participants.

Maine

1. New Training Activities

- o Orientation to ABE for new teachers.
- o Training trainers for the new Adult Learner modules (Pelavin).
- o Integrating staff development with University of Maine's individualized Masters Degree Program.
- o Collaborative training with Head Start, Department of Labor, and the Department of Human Services.

2. Decision Making

- o Needs assessments at State-wide directors meetings, regional cluster meetings, and input from the Maine Adult Education Association.
- o National priorities and local priorities established for family literacy.
- o Meeting the needs of dislocated workers from mass lay-offs and plant closings in the State.

3. Evaluation

- o Participants' evaluation of activities.
- o Periodic follow-up survey of participants' benefits from training.
- o Number of applications for Masters Degree Program.

Maryland

1. New Training Activities

- o Sec. 321 ABE programs received funds to conduct local staff development.
- o Conducted Statewide training conferences on: "Dimensions of Learning," English as a second language, portfolio assessment, and learning disabilities.
- o First annual Mason-Dixon Interstate Regional Conference with Pennsylvania.
- o Revisions to the State's staff development plan with major changes including: core curriculum offering Pelavin modules; mini-grants for

teacher-as-researcher projects; and teacher incentives such as tuition reimbursement, graduate credit, continuing education units (CEU), and MSDE inservice credit.

2. Decision Making

- o Needs assessment survey conducted annually by MSDE and local program providers.
- o Training offered on basis of emerging practices relevant to the field.

3. Evaluation

- o Participants' surveys from State, regional and local conferences, and workshops.
- o MSDE site visits for monitoring local programs.
- o Local programs' annual reports.
- o Staff development reports on training effectiveness.

Massachusetts

1. New Training Activities

- o Learner Generated Materials Summer Institute.
- o Summer Leadership Institute.
- o Technical assistance and training to facilitators/consultants.
- o Further development and implementation of integrated program/staff development process.
- o Provide Process Handbook to funded programs.
- o Develop written draft plan to transition volunteer training to SABES.
- o Provide training and technical assistance for GED Examiners as well as for CDL, Homeless, Workplace Education, National Cancer Institute and other projects.
- o Develop and implement SABES Fellow model in 1-2 regions.

2. Decision Making

- o Collaborative planning process.

3. Evaluation

- o In accordance with State procedures.

New Hampshire

1. New Training Activities

- o Three trainers participated in the January Pelavin training and follow-up training conducted in Concord, Nashua, and Dover.
- o Literacy Theater met with ABE staff to develop 3 new "scenarios" for staff development in AIDS, sexual harassment, and developmentally disabled students.

2. Decision Making

- o Staff development questionnaire distributed to all adult education personnel.

3. Evaluation

- o Plan to use evaluations integrated in the Pelavin modules.
- o RMC Research developed two evaluation questionnaires to assess effectiveness of literacy theater (funded through National Institute for Literacy grants).

New Jersey

1. New Training Activities

- o Expansion of awareness/information sessions on topical areas are provided annually, including Adult Education and Building Self-Esteem in the Adult Learner.
- o Additional conferences on specific subjects scheduled for Spring.
- o Conference for adult educators working with ESL.

2. Decision Making

- o Evaluation and technical assistance visits.
- o Telephone calls.
- o Suggestions and evaluations.

3. Evaluation

- o Participants' evaluation at every training activity.
- o Effectiveness survey mailed to participants at least once during the year.
- o Evaluation of registration and participant data included ideas on training topics, trainers, and methods.

New York

1. New Training Activities

- o Established 10 regional consortia on staff development.
- o Pilot-tested 2 distance learning options.
- o Installing telecommunications network among all consortia connected to State Literacy Resource Center.

2. Decision Making

- o Based on research findings that training should be tailored to local needs.
- o State-identified issues.

3. Evaluation

- o State Literacy Resource Center has the mandate to evaluate consortia system.

Pennsylvania

1. New Training Activities

   - o Divided State into nine staff development regions.
   - o Provided 6 staff summer seminars for teachers, counselors, tutors, and administrators.
   - o Developed 32 additional staff workshops.
   - o Additional joint conferences with other States.
   - o Training areas: ESL, workforce literacy, learning disabilities, administrators orientation and renewal, corrections education, and family literacy.

2. Decision Making

   - o Conducted survey of educational needs of staff.

3. Evaluation

   - o Survey of teachers.
   - o Participant evaluation at workshops.

Puerto Rico

1. New Training Activities

   - o No training activity focusing on professionalization carried out.
   - o New experimental project implemented on "The Integration of the Computer in the Teaching of Adults."

2. Decision Making

   - o Focus on quality of life segments.

3. Evaluation

   - o Observe change of attitudes related to vocational training and team work.

Rhode Island

1. New Training Activities

- Working with learning disabled--provided four days of training for 30 LVA tutors and adult education teachers.
- A second series of workshops for 25 ABE teachers to focus on instructional strategies for working with adults who have dyslexia.
- Instructional strategies for teaching reading and math.
- Using computer-assisted instruction (CAI).
- 20 Staff participated in college-level course in methods and materials in ABE with University of Rhode Island.
- Implementing updated External Diploma Program.
- Implementing CASAS program.
- Completed training in adult correctional education.

2. Decision Making

- Needs identified by local programs.

3. Evaluation

- Teachers/volunteers comments about their training.

Vermont

1. New Training Activities

- Attended conference on "Instructor Training Approaches" and other scheduled training using "Pelavin Packages."
- Adult Literacy Basics will be offered this summer.
- State-wide conference of all ABE instructors included 30 workshop sessions, during a 2-day period, in instruction and program management.

2. Decision Making

- Informal identification of needs through requests.
- Impact of Vermont's governance restructuring.

3. **Evaluation**

- o Feedback from instructors and managers.
- o Field visits and observations.

AREA II

Arkansas

1. New Training Activities

   - o Conducted statewide one-day training on administering standardized tests.
   - o Four regional training sessions on wo:'xplace literacy.
   - o Statewide teleconference on adult learning disabilities.
   - o Four State-wide workshops on reading.
   - o Workshops on student data collection.
   - o One-day training on ESL software packages.

2. Decision Making

   - o Documentation that standardized tests are not being administered effectively.
   - o Documented need for better workplace education.
   - o Lack of expertise in teaching adults with learning disabilities.
   - o Need for training on data-collection.
   - o Need for new ESL materials.

3. Evaluation

   - o Evaluation form distributed to participants and completed at all training sessions.

Florida

1. New Training Activities

   - o Thirty-three staff development and training projects.
   - o Focus on teacher training, dissemination, use of technology, instruction for LEP and disadvantaged learners, family literacy, and workplace literacy.

2. Decision Making

- o New projects reflect State priorities.

3. Evaluation

- o Analysis of project quarterly reports.
- o Status report meeting for all funded 353 projects.
- o On-site reviews.

Georgia

1. New Training Activities

- o Forty-eight staff development workshops, 5 hours duration, for public and private adult literacy educators.
- o A Workshop on use of new Adult Literacy Teacher's Curriculum Guide for all paid instructional staff.

2. Decision making

- o Workshops designed by Office of Adult Literacy with input from administrators, instructional, and support staff.

3. Evaluation

- o Workshop participants will provide written evaluations.
- o Administrative staff will assess effectiveness of the Guide.

Kentucky

1. New Training Activities

- o Paraprofessional training.
- o Learning center coordinator training.
- o GED Institute.
- o Family literacy conference.
- o Round table.

2. Decision Making

- o Move to regionalized training.
- o Demonstration projects given priority.

3. Evaluation

- o Workshop participants' evaluation.
- o Follow-up survey of supervisors.

Louisiana

1. New Training Activities

- o Scholarships for teachers and paraprofessionals to attend joint meeting with COABE.

2. Decision Making

- o Decision made on the importance of this training for teachers.

3. Evaluation

- o Participant evaluation and general response.

Mississippi

1. New Training Activities

- o Training in GED essay writing using Fibernet 2000 project with interactive component for distance learning.
- o Two regional workshops conducted for ABE teachers and directors, including a new training component for teachers working with JOBS.
- o Established task force to examine: professionalism, public awareness, methodology and curriculum, retention, recruitment, and improvement.

2. Decision making

- o Fibernet 2000 distance learning is a cost-effective method of delivering staff development.
- o The need to offer better services in the State.

3. Evaluation

- o Staff development is evaluated by surveys and questionnaires.
- o Task force recommendations will be piloted.

North Carolina

1. New Training Activities

- o Training 9 additional CASAS instructors and 12 State CASAS trainers.
- o Management leadership training for community college directors.
- o Development of single-concept video tapes for instructor training.

2. Decision-Making

- o Professional judgment surveys, and cost-effectiveness decisions.

3. Evaluation

- o Feedback from users.
- o Instructor satisfaction.
- o Behavioral change.

Texas

1. New Training Activities

- o ABE, ESL and JOBS curriculum based on whole language.
- o Administrator training in leadership.
- o Holistic training for volunteers.
- o "Survival Skills" training for JOBS teachers.

2. Decision Making

- o Survey.
- o Field input.
- o Legislation.
- o Reports.
- o State plan goals and objectives.

3. Evaluation

- o Participant evaluation.
- o External evaluation.
- o Annual project review.

Virginia

1. New Training Activities

- o "Inquiry-based decision" as opposed to an "expert-driven system.

2. Decision Making

- o Will conduct study of staff development system and make recommendations.

3. Evaluation

- o Do not know.

West Virginia

1. New Training Activities

- o American Disabilities Act Conference.

2. **Decision Making**

   - o Based on State survey.

3. **Evaluation**

   - o Participant evaluation.

AREA III

Illinois

1. **New Training Activities**

   - Projects funded represent an increase of over $180,000 expended during FY 92.
   - During FY 93, 16 projects were funded as compared to 8 projects funded during FY 92.

2. **Decision Making**

   - Letters of intent from programs wanting to submit Sec. 353 Special Projects were requested. If those letters of intent have an idea or concept, which meets the criteria of Sec. 353 Special Projects and will enhance Adult Education in Illinois, the program is asked to submit a request for proposal. Once proposals are received, a team of evaluators review and rank the projects for funding.

3. **Evaluation**

   - Final reports are reviewed to determine what projects would benefit local adult education programs. Projects selected are then listed with the Curriculum Publications Clearinghouse for distribution on a cost-recovery basis.

Indiana

1. **New Training Activities**

   - Reorganized delivery of staff development/training.
   - Created (3) State regions for training.
   - Hired (3) full-time training specialists (one in each region).
   - Created cadre of teacher-mentors.
   - Established a summer institute to provide more intensive training.

2. Decision Making

- o Prior to National Literacy Act, the State had created a broadly representative committee to look at teacher professionalization/certification" issues.
- o Public hearings were conducted.
- o Conducted survey of all adult teachers.

3. Evaluation

- o The evaluation system is still being developed.
- o Direct responses from the customers will be used.
- o The State is currently considering 3rd party evaluation of entire system after the second year of activity.

Iowa

1. New Training Activities

- o Increases in training funds have allowed the State to expedite the adoption of competency-based instruction. These new training needs are substantial and will use a major portion of the State's training funds.

2. Decision Making

- o State uses an on-going process of field involved decision making.

3. Evaluation

- o The State uses 3rd party evaluations.

Kansas

1. New Training Activities

- o For the first time, the State connected the Sec. 322 grants to the Sec. 353 training grants.

- o All providers seeking Sec. 322 monies must also submit a local staff development plan.
- o Local grant recipients receive 10% of basic grant to fund training activities.

2. Decision Making

- o The State held a meeting of local program directors and selected teachers to obtain input regarding training needs.
- o A State-wide survey of adult education personnel indicated that (a) local programs wanted to retain control of their staff development activities, and (b) there was a need to design training opportunities for part-time staff and staff located off-site. These two areas had to be targeted in the local plans.

3. Evaluation

- o An evaluation plan must accompany each local training plan.
- o State evaluations (to meet the 20% requirement) include a review of the local training activities.
- o Local programs also submit quarterly and annual reports on training activity that are examined for participant progress and goal accomplishment.

<u>Michigan</u>

1. New Training Activities

- o The State is continually updating and expanding its staff training activities.
- o These additional monies provided an opportunity to expand existing initiatives.
- o The State provides regional grants, local program grants, and State-wide training activities.

2. Decision Making

- o The State involves the field, including professional associations and a Statewide advisory committee, to develop annual priorities and spending plans for Sec. 353 expenditures.

3. Evaluation

- o Internal evaluation is built into each training project.
- o 3rd party evaluation is also used.

Minnesota

1. New Training Activities

- o Expanded existing Literacy Training Network (LTN) contract to increase and enhance training activities such as the intensive Summer workshop for state adult education teachers.
- o Increased the number of staff development special projects funded from three in 1992 to five in 1993.
- o Ten percent of Sec. 353 funds are allocated for training and five percent for special demonstration projects.

2. Decision Making

- o Although no formal mechanisms exist specifically for Sec. 353 funds, local practitioners are actively engaged by State staff on spending plans, etc.

3. Evaluation

- o Evaluation is built into each special project whether training or special demonstration. Evaluation is conducted on each activity and is based on "user" input.
- o Sec. 353 projects submit annual written evaluation reports and at least one site visit is made each year by State staff.

Missouri

1. New Training Activities

- o Two-week summer institutes for professional ABE teachers include ESL Training, Organization and Administration of ABE Programs, and Curriculum and Instruction in Adult Education.
- o Structured in-service training programs allow each local ABE program to have up to three in-service training programs per year with outside professional consultants.

- Provide a two-day training workshop for officers of local volunteer literacy groups on their role in an effective volunteer literacy group.

Nebraska

1. New Training Activities

- ABE XI Personnel Conference is open to all Nebraska ABE staff, with concurrent sessions on a variety of topics in ABE/ESL/GED.
- Activities for ABE Supervisors this year include: a legendary Leadership Workshop, an ABE supervisors meeting with State Office staff regarding program planning and administrative update, an ABE supervisors meeting to examine Indicators of Program Quality, and an ABE proposal writing workshop.
- ABE Conference activities this year include: in-state teacher visitations to other ABE programs, participation at COABE '93 in New Orleans in June 1992, participation at the USDOE/Pelavin "Study of ABE/ESL Instructor Training Approaches" workshop in January 1993, and participation in a CASAS curriculum workshop.
- ABE Mini-conferences conducted this year will focus on math, whole language, learning disabilities, ESL, use of volunteers and intensive phonics.
- ABE Teacher Training Institute offers an in-depth look at a variety of topics, including: student portfolios, small group techniques, whole language, math, contextual learning, student retention, and learning disabilities.

2. Decision Making

- The Nebraska 353 Review Panel meets annually to: (a) review and evaluate current Sec. 353 projects, and (b) examine and make recommendations concerning Sec. 353 proposals for the following fiscal year.
- The panel carefully examines the proposals and presentations before recommending acceptance or denial of the proposed projects.

3. Evaluation

- Project participants and presenters, the State Office, and the Sec. 353

Review Panel evaluate the effectiveness of each project.

- o All workshop participants complete a written evaluation of the training activity.
- o The ABE newsletter is also evaluated yearly through a written evaluation instrument.
- o All Sec. 353 projects are evaluated by a committee which evaluates the entire State ABE program.

North Dakota

1. New Training Activities

   - o Sec. 353 funding is allocated for professional training of Adult Education Staff one of the major points of emphasis under the training grant.
   - o A five year Staff Development Plan should be completed by July 1, 1993.

2. Decision Making

   - o Decisions were based on who indicated a strong need for this activity.
   - o Since a large sum of Sec. 353 must be spent for staff training activities, it was recommended that a comprehensive systematic plan should follow.

3. Evaluation

   - o A written plan covering evaluation will be available. Local programs must furnish the State office with all staff training conducted at the local level. Local program supervisors must include local, regional, and State staff development in their annual evaluation plans.

Ohio

1. New Training Activities

   - o To improve coordination and delivery of staff development training efforts, Ohio established four Regional Service Centers to serve as a focal point for training efforts, clearinghouse functions, and a link to

the SLRC. Each Center is staffed with a full-time professional.

- Special Demonstration and Training Projects funded in FY 93 include: workplace literacy, assessment instruments, math instruction, counseling strategies for goal attainment, family literacy, speech and hearing, learning disabilities, and recruitment of urban minorities.

2. Decision Making

- Decisions are made at the State level based on continual involvement and feedback from practitioners and other State and local agencies and groups.

3. Evaluation

- Internal evaluation is built into each project and activity.
- Third party evaluation is also used.

South Dakota

1. New Training Activities

- South Dakota has expanded its training opportunities for staff.
- Implemented a summer training institute (1 week) for adult teachers and administrators; the first institute included activities on current "brain" research and theory.
- Involved significantly more people in regional training staff development conference/workshops.

2. Decision Making

- Training decisions are made at the State level with input from the professional association and the South Dakota Literacy Council.

3. Evaluation

- Presently using participant evaluation on individual activity.

Wisconsin

1. New Training Activities

   - o The Staff Development funds went out on a formula basis to local programs funded under Sec. 322 based on the number of full and part time staff at each program.
   - o Each program develops an annual plan and an application for funds that describe how the program will spend its staff development funds.
   - o Several State supported activities were continued including full funding for the Summer Institute for teachers and the annual Adult Literacy Conference. The Summer Institute will be expanded because of additional funds available.
   - o New State funded activities implemented include "Train the Trainer" sessions for Statewide dissemination of the Pelavin materials, and two in-services presented by the National Center for Family Literacy for family literacy program staff.

2. Decision Making

   - o Local program directors and State staff made this decision to meet the increased demands of new staff and additional site locations.

3. Evaluation

   - o Effectiveness will be measured via on-site evaluations by State staff, end of the year reports submitted by each local program, and informal feedback from local staff who participate in these activities.

AREA IV

Alaska

1. New Training

   - o A new JOBS Training Program was established to strengthen the instructional skills of personnel servicing JOBS clients.
   - o Training serves staff employed in adult education and JOBS programs.

2. Decision Making

   - o A survey was conducted among directors, teachers, service providers, corrections staff, and health and social service personnel to identify this new training requirement.

3. Evaluation

   - o Information concerning the effectiveness of this activity will be obtained through site reviews and participant surveys.

American Samoa

1. New Training

   - o Seminars in Adult Education and Computer Literacy for teachers to teach essay writing with computers.

2. Decision Making

   - o Requests from the community to conduct these programs.
   - o A need for teachers to become more proficient in educating institutionalized/incarcerated adults and literacy efforts for women.

3. Evaluation

- o Achievement of objectives set for classes, use of student evaluations of course content, instructor performance, and instructor's evaluation of course.

Arizona

1. New Training Activities

- o Expansion of integrated training into the new resource center.

2. Decision Making

- o Participatory planning process included the Governor, State education agency, advisory committee, and teachers.

3. Evaluation

- o Multiple measures for evaluating programs are used.
- o Evaluation procedures for the new literacy resource center will be completed by July 1.
- o Intake measures are still being developed.

California

1. New Training Activities

- o Developing new standards in adult basic education, high school basic skills, older adults, handicapped, and parent education.
- o Standards are being developed by task forces from the State agency, colleges, community colleges and local agency providers.

2. Decision Making

- o Information was obtained from the Sec. 353 Coordinating Council, the Professional Resources Outreach Services (PROS), and practitioners who were linked up with the new program.

3. Evaluation

- o Activities will be evaluated in accordance with the requirement of the State plan.

Colorado

1. New Training Activities

- o Three activities were introduced: Introduction to Learning Disabilities, Colorado Certificate of Accomplishment, and the Homeless.

2. Decision Making

- o Priorities were based upon annual State-wide teacher needs assessment, improving accountability, and addressing national issues and concerns.

3. Evaluation

- o New training activities will be evaluated through workshops and the number of Certificates of Accomplishments awarded.

Federated States of Micronesia

1. New Training Activities

- o Training for full-time professional adult educators.
- o Providing inservice to improve the quality of instruction.
- o Training for educators of adults with limited English proficiency.

2. Decision Making

- o Information from hearings.
- o Need to train program staff for new programs.

3. **Evaluation**

- o Grantee performance in meeting stated objectives.
- o Internal review strategies and procedures based on valid methodology which provides evidence of the extent performance of participants is improved.

Guam

1. **New Training Activities**

- o Training literacy volunteers for a Gateway Grant at a housing project.

2. **Decision Making**

- o Discussions with housing authority residents.

3. **Evaluation**

- o Criteria used to evaluate the project include objectives, learning gains, retention, and recruitment.

Hawaii

1. **New Training Activities**

- o Literacy training for Hawaii Literacy Volunteers.
- o A Technology Training Program at the University of Hawaii for computer usage by classroom teachers.

2. **Decision Making**

- o Requests for proposals are advertised; and, after the applications are received, they are ranked according to the criteria for funding.

3. **Evaluation**

- o Quality indicators developed by SEA will be used to assess projects.

Idaho

1. New Training Activities

   - o A team of teachers and administrators will attend the Family Literacy Conference in Kentucky.
   - o Computer projects funded included an annotated bibliography of computer programs and instruction in computer skills for program staff.

2. Decision Making

   - o A regional needs assessment on technology revealed computer application needs.
   - o A survey of staff provided additional training needs.

3. Evaluation

   - o On-site evaluation.
   - o Assess family literacy programs to determine training impact.

Marshall Islands

1. New Training Activities

   - o A project with the Pacific Regional Educational Laboratory (PREL) has been initiated to train new adult education instructors.

2. Decision Making

   - o The State agency determined that there was a need to train new adult teachers to carry out their assignments in an effective manner.

3. Evaluation

   - o The Ministry of Education will examine testing results.
   - o Other evaluation procedures will address retention, teacher reports, and teacher performance in the classroom.

Montana

1. New Training Activities

   - o Master teachers are working with Montana State University in becoming subject matter experts and disseminating findings.

2. Decision Making

   - o The Montana Association for Adult and Continuing Education and local adult education personnel recommended this type of a project.

3. Evaluation

   - o Number of personnel using services of master teacher.
   - o Information will be obtained from compressed video usage and telephone surveys.

Nevada

1. New Training Activities

   - o Co-Sponsored "A Partnership for Safe Communities: Courts Education and Literacy Symposium."
   - o New staff person for training.
   - o Developing a new corps of teacher trainers.

2. Decision Making

   - o A survey was sent out to local providers to identify training needs.
   - o Priorities were set-up for new training activities.

3. Evaluation

   - o Projects are evaluated by the participants, directors, and the State Director.

New Mexico

1. New Training Activities

   - o Procedures for dealing with disabled adults in classrooms.

2. Decision Making

   - o Training was requested in a regional meeting.

3. Evaluation

   - o Some follow-up evaluation is planned.
   - o Certain aspects of this training will be examined during local program evaluation.

Northern Mariana Islands

1. New Training Activities

   - o Informational meetings on opening of on-site ESL/ABE class satellite training areas, were conducted for the Public Works and Commonwealth Utility Corp, and parents at San Vicente Elementary school.
   - o Training on the use of the multi-media resource materials which are newly acquired by the College.
   - o Training on the materials prepared by Pelavin Associates.
   - o Conducting a series of mini workshops on the topics covered by the ABE/ESL Trainers' workshop include the Adult Learner, Team Learning, and Whole Language.
   - o Staff training including sending a staff member to the ABE/ESL Trainers' training, observing the various programs on the neighboring island of Guam, and sending a staff member to a conference.

2. Decision Making

   - o Demonstration or experimental based.
   - o Observed needs of the program.
   - o Resources to support the training program are available and accessible.

3. Evaluation

- o Staff training in evaluation.
- o Post evaluation by participants.
- o Observation of teachers/staff members and note differences in handling their jobs/classes and students.
- o Class evaluation by students on the various classes offered.
- o Satellite training evaluation will be conducted by following up on the students - how many passed the GED, gained better jobs, or promotions.

Oregon

1. New Training Activities

- o A Workplace Basic Skills Program provides training for six agencies.
- o A new Masters Degree program in adult education is now offered at Oregon State University.
- o New models are established for cooperative learning and adults with disabilities.

2. Decision Making

- o A needs assessment is conducted yearly.
- o Local programs and committees identify pre-service training needs.

3. Evaluation

- o Procedures for evaluating programs are included in each project.
- o Formal and informal evaluations are conducted on the training program.

Utah

1. New Training Activities

- o A "Light on Literacy Conference" was conducted.
- o A coupon booklet for training enables local program personnel to discuss effective programs.
- o The new resource center provides opportunities for program personnel to review new educational materials.

2. **Decision Making**

- o Based upon a needs survey, a prioritized listing of training needs was identified for program personnel.
- o A further listing of the needs was also identified at a meeting of adult educators.

3. **Evaluation**

- o Evaluations of each presenter are conducted during conferences.

Washington

1. **New Training Activities**

- o The thrust of the "I CAN" curriculum is focused on basic integrated competencies for basic skills.
- o An alternative assessment of adults with disabilities is being implemented.

2. **Decision Making**

- o Cooperative relationships with JTPA facilitate these new activities.
- o Results from prior evaluations and assessments were used in identifying new priorities.

3. **Evaluation**

- o An Able Network provides feedback on teacher needs and the extent to which needs are met.
- o Evaluation is conducted on a continuing basis utilizing staff from other States where possible.

Wyoming

1. **New Training Activities**

- o A video tape developed on-site for institutionalized adults at Rawlins State Penitentiary.
- o Northwest College developed an adult basic literacy lab in Lovell.

- o Laramee County Community College established a parent education program through a volunteer workshop for teachers.

2. **Decision Making**

   - o Information was obtained from a staff development planning committee, telephone requests, and surveys.

3. **Evaluation**

   - o Procedures for evaluating projects are described in proposal applications.
   - o Participant surveys are conducted.